



Performance Indicators - Professional / Analytic Pay Schedule

Professional / Analytic (Non-Supervisors)	
BAND 1	
Level 3	Level 5 (<i>Additions at this level.</i>)
<ul style="list-style-type: none">• With guidance, effectively achieved the stated objective.• With guidance, organized and prioritized own tasks to deliver the objective, adjusting work plans and overcoming obstacles as necessary.• Demonstrated high standards of personal and professional conduct and represented the organization or work unit effectively.	<ul style="list-style-type: none">• Contributed results beyond what was expected; results were far superior in quality, quantity, timeliness and/or impact to the stated objective. Exhibited the highest standards of professionalism.
BAND 2	
Level 3	Level 5 (<i>Additions at this level.</i>)
<ul style="list-style-type: none">• Effectively achieved the stated objective, anticipating and overcoming significant obstacles. Adapts established methods and procedures when needed.• Results were technically sound, accurate, thorough, documented, and met applicable authorities, standards, policies, procedures and guidelines.• Planned, organized prioritized, and scheduled own work activities to deliver the objective in a timely and effective manner, making adjustments to respond to changing situations and anticipating and overcoming difficult obstacles as necessary.• Demonstrated high standards of personal and professional conduct and represented the organization or work unit effectively.	<ul style="list-style-type: none">• Contributed results beyond what was expected; results were far superior in quality, quantity, and/or impact to the stated objective to what would be expected at this level.• Exhibited the highest standards of professionalism.
BAND 3	
Level 3	Level 5 (<i>Additions at this level.</i>)
<ul style="list-style-type: none">• Effectively delivered an objective with broad and significant impact that was in alignment with the mission and objectives of the organization as well as applicable authorities, standards, policies, procedures and guidelines anticipating and overcoming significant obstacles. Adapts established methods and procedures when needed.• Established priorities and coordinated work across projects, programs or people, effectively balancing work demands and anticipating and overcoming difficult obstacles to achieve a timely and positive outcome.• Demonstrated high standards of professional conduct and represented the organization or work unit effectively.	<ul style="list-style-type: none">• Contributed results beyond what was expected in the face of highly difficult obstacles; results were far superior in quality, quantity, and/or impact to the stated objective to what would be expected at this level.• Created new and innovative methods and processes that contributed significantly to the success of the organization.• Exhibited the highest standards of professionalism. Accomplishments and outcomes were of such magnitude that they contributed to the organization exceeding its mission goals and objectives for the year.